

Brookline Police Department Mission and Values

Our Mission:

To work in partnership with our citizens to ensure all people will enjoy a high quality of life without fear of crime. To work together to solve problems and provide the most responsive and highest quality police service. To proactively prevent crime, maintain order, and apprehend offenders in a manner consistent with the law.

Our Values:

The Department subscribes to a set of governing values that state its beliefs as a police organization. They are as follows:

- The most important asset of a Police Organization is its personnel.
- Excellence for the members of the Brookline Police Department is based upon fairness, integrity, hard work, and professionalism in the performance of their duties.
- Commitment to providing the highest quality of professional law enforcement with the goal of enhancing the quality of life within the community.
- Build partnerships with citizens in order to ensure personal safety, protect individual rights, protect property, and promote individual responsibility and community commitment.
- Secure and maintain public respect in order to fulfill the Department's duties by acknowledging that the quality of life in the community is affected by not only the absence of fear of crime, but also by the absence of crime itself.

The Department consists of the following divisions:

- The **Administration and Support Unit** provides overall control of the functions of the Department. It maintains, records, provides communication equipment and trains personnel in its uses, and distributes weapons and supplies.
- The **Patrol Division** continuously patrols all sectors of town looking for criminal activity and serves as a deterrent by its presence. The Patrol function is vital and, for that reason, the Chief has directed that there be a minimum staffing policy maintained daily: during the day 17 officers are on duty; during the evening there are 14 officers; and during the late night and early morning shifts there are 13 officers.
- The **Criminal Investigation Unit** is responsible for the investigation of all violent crimes, including murder, rape, armed robbery, assault, and narcotic violations, and maintains the safety of all evidence.

- The **Community Relations Division** is charged with facilitating a spirit of cooperation between the public and the Department that helps enhance the quality of life for all citizens.
- The **Traffic and Parking Division** is responsible for enforcing all laws and regulations relating to traffic within the Town.
- The **Public Safety Dispatch** Sub-program consists of the once separate Police and Fire dispatch operations. With the construction of the new Public Safety Headquarters, there is one facility handling all police, fire, and ambulance calls, including E-911.

FY2009 Objectives

Administration and Support

- To implement successful strategies to increase our effectiveness in crime prevention, problem solving and solving crimes that have occurred.
- To complete the transition from Uniform Crime Reporting to a National Incident Based Reporting System that more accurately captures data that can be used to make crime analysis more effective.
- To maintain proper staffing levels and to ensure our personnel receive up to date training in order to remain in the forefront of policing.
- To utilize the advancements in technology to their fullest potential to make Brookline a safer community while keeping in mind the Civil Rights of all persons.
- To achieve status as an accredited police department.

Patrol Division

- Community problem solving is the number one priority for the Patrol Commanders and Supervisors. They are empowered to create a flexible and adaptable force, using as many community resources as necessary to achieve a desired outcome in the neighborhoods.
- Community Service Officers have used bike patrols for recreation area and commercial area patrols in the past and have been very well received by the community. Training patrol officers in the use of mountain bike patrol tactics will create a low profile, silent response unit for

neighborhood surveillance and give patrol commanders another tool to address community concerns.

- Maintaining a highly visible presence in schools, commercial districts and recreation areas of the town is required of all patrol officers.

Criminal Investigations

- To fully download existing data into the newly activated intelligence software system. We will fully integrate this system into the vertical communication process of the Brookline Police Department while adhering to all applicable privacy concerns.

- Work in a collaborative effort with Boston Police Department's Investigative branches. We will utilize our shared Shannon grant funding to impact on going criminal activity that has a mutual effect on the quality of life in Brookline and Boston's adjacent neighborhoods. This will be accomplished thorough the use of varied law enforcement initiatives utilizing manpower and the technology /mapping assets that were gained from the past year's shared Shannon Grant.

- Continue to upgrade our working capabilities for the investigation of computer related crimes by detectives attending training in forensic computer investigations, and outreach to financial sector businesses.

- To increase the use of intelligence-led policing in developing tactical responses to ongoing or emerging crime patterns. This approach parallels the department's commitment to quality community policing.

- Increase the Domestic Violence Unit's effectiveness. This will be achieved by maintaining the emphasis on following up on all cases of domestic abuse or family violence, locating and arresting all suspects as soon as possible, and contacting all victims for follow up support and referral to appropriate social service or advocacy agencies. We will be implementing additional training for officers to increase department wide awareness of the ongoing and repetitive nature of domestic violence, while developing increased empathy in the officers so that may understand the recurring cycles of violence and the associated negative long term effects.

Community Service

- To work with the Brookline Schools in a police-school collaborative effort to further develop ideas, curriculum content and co-planning strategies for programs already established

in the school system in grades 5 thru 10th.

- To cross-train our personnel in the programs that are offered in the different grade levels within the police-school partnership program.
- To establish a career enhancement opportunity within our division for patrol officers that are interested in specializing in community service programs within our schools.
- To introduce the patrol rifle into our use of force continuum and have all patrol officers trained and proficient in its use.
- To study the introduction of electronic weapon into our use of force continuum and have all patrol officers trained and proficient in its use.
- Continue to provide and develop the schools and emergency personnel with a comprehensive and uniform plan of action in the event of a critical incident occurring on school property.
- To train our personnel in responding and handling a major incident @ a school or other public venue.
- To implement a GREAT family program in each of the three public family housing developments within the town.
- To implement a professional development curriculum into our in-service training for supervisors and upper management.
- Continue to establish and maintain robust working relationships with local, regional, and state emergency management partnerships.

Traffic Division

- To continue to maintain the outstanding condition of the physical plant.
- To maintain Selective Enforcement strategies which go beyond vehicles and target pedestrians and bicyclist behaviors.
- To continue child passenger safety programs in collaboration with the Community Service Division. We will continue these efforts through the child restraint clinics and school bus safety.
- Continue to update Traffic Division technology. The most pressing issues are new hand-held ticket machines, a reliable ParkCard system and software that will allow a direct connection to the RMV.

- To cross train traffic officers so that they can be utilized in any traffic function. This would include police motorcycle training, and crash reconstruction training.
- To properly maintain Meter Divisions efforts to adjust to recent increases in the parking meter schedule.
- To effectively implement the residential and commercial parking programs so that their intended purposes are realized.
- To continue to oversee an efficient and accurate record keeping system, and properly meet the needs of BPD as well as the public.

Public Safety Dispatch

- Reduce overtime costs by reducing the use of unnecessary sick time.
- Recruit, train, and retain qualified individuals motivated to serve the public safety sector to reduce the overtime cost caused by training.
- Continue In-Service Training Program and work with Police and Fire Department Training Divisions to develop an annual 16 hour In-Service Training Program.
- Continue to send dispatchers to nationally accredited training courses on topics related to Public Safety Dispatch.

Emergency Management

- Continue to utilize the Emergency Operation Center to coordinate resources at natural and man-made critical incidents and scheduled events.
- We will work on a regional Critical Infrastructure Monitoring program. This regional, interoperable, internet-based system will allow responders to monitor our evacuation routes during an emergency and facilitate the deployment of resources where they are needed most.
- The EMT will strengthen school emergency planning.
 - a. Complete the collection and collation of emergency plans for public and private schools and campuses in Brookline.
 - b. Further develop and implement the use of the Town's Geographic Information System

(GIS) "3-D" image modeling program.

c. Install, configure and customize a "Digital Headquarters" which will allow first responders to quickly access emergency plans data for each public, private school and campus in Brookline.

- Obtain and deploy mass notification system to alert the public regarding critical incidents in a timely manner and measures to be taken to protect themselves.

- Create an EMT notification group from Brookline EMT on the state's Health and Homeland Alert Network (HHAN) working group.

- Complete yearly review of electronic Comprehensive Emergency Management Plan (eCEMP).

- Continue to document individuals needing specific assistance during emergencies. As part of this initiative, we will continue to conduct outreach to these using the "Emergency Preparedness Begins at Home" brochure and accompanying PowerPoint presentation.

- The Emergency Management Team will continue efforts to join the Battle Road Regional Emergency Planning Committee. In 1986, the Emergency Planning and Community Right-to-Know Act, requires each community appointed a Local Emergency Planning Committee. Communities are allowed to join existing Regional Emergency Planning Committees to fulfill this requirement.

- We will work with MEMA on a web-based Resource Management System to will track emergency management resources.

- The EMT will work to procure a retired ambulance (from Fallon Ambulance or Boston EMS) and equip it with extra batteries for portables radios, cell phone chargers, lighting equipment, etc.

Continue to develop and coordinate with area cities and towns evacuation plans and mass care sheltering plans in the case of an emergency.

Animal Control

- To continue to work with the Parks & Recreation Department on the "Green Dog" Program.

- To insure that all dogs, owned by both residents and non-residents, are in compliance with the licensing requirements of the Town and the Commonwealth.

- Assist the Health Department on the annual rabies clinic.

- Work on establishing a contract with the animal clinics, within the Town, for storage and services to animals taken under the ACO and the Police Department.
- To continue to attend Massachusetts certification courses sponsored by the Animal Control Officers Association of Massachusetts.